

Confidential TRC 087312

EEOC Form 5 (1/05)

CHARGE OF DISCRIMINATION		Charge Presented To:	Agency(ies) Charge No(s):
This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		<input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC	524-2017-01038
New Jersey Division On Civil Rights			
State or local Agency, if any			
Name (indicate Mr., Ms., Mrs.) Dayse Hernandez		Home Phone (Incl. Area Code) (732) 540-8243	Date of Birth 1961
Street Address 984 Ross St., Rahway, NJ 07065		City, State and ZIP Code	
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name WALMART		No. Employees, Members 500 or More	Phone No. (Include Area Code) (908) 474-9055
Street Address 1601 West Edgar Road, Linden, NJ 07036		City, State and ZIP Code	
Name		No. Employees, Members Phone No. (Include Area Code)	
Street Address		City, State and ZIP Code	
DISCRIMINATION BASED ON (Check appropriate box(es)) <input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input checked="" type="checkbox"/> NATIONAL ORIGIN <input type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> GENETIC INFORMATION <input type="checkbox"/> OTHER (Specify)			
		DATE(S) DISCRIMINATION TOOK PLACE Earliest 12-23-2016 Latest 12-23-2016 <input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)): I was hired by the above named employer in or about 2011. My most recent position title was that of Cashier. I was terminated from employment on or about December 23, 2016. Prior to this, I was subjected to a hostile working environment, harassment, bullying, disparate terms and conditions of employment, as well as other acts of discrimination. I feel these actions occurred due to my national origin. Accordingly, I feel I have been discriminated against on the basis of national origin (Hispanic), in violation of Title VII of the Civil Rights Act of 1964, as amended.			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.		NOTARY – When necessary for State and Local Agency Requirements I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT SUBSCRIBED AND SWEORN TO BEFORE ME THIS DATE (month, day, year)	
I declare under penalty of perjury that the above is true and correct. 11/03/2017 Dayse Hernandez Date		Charging Party Signature	

CP Enclosure with EEOC Form 5 (11/09)

PRIVACY ACT STATEMENT: Under the Privacy Act of 1974, Pub. Law 93-579, authority to request personal data and its uses are:

1. **FORM NUMBER/TITLE/DATE.** EEOC Form 5, Charge of Discrimination (11/09).
2. **AUTHORITY.** 42 U.S.C. 2000e-5(b), 29 U.S.C. 211, 29 U.S.C. 626, 42 U.S.C. 12117, 42 U.S.C. 2000ff-6.
3. **PRINCIPAL PURPOSES.** The purposes of a charge, taken on this form or otherwise reduced to writing (whether later recorded on this form or not) are, as applicable under the EEOC anti-discrimination statutes (EEOC statutes), to preserve private suit rights under the EEOC statutes, to invoke the EEOC's jurisdiction and, where dual-filing or referral arrangements exist, to begin state or local proceedings.
4. **ROUTINE USES.** This form is used to provide facts that may establish the existence of matters covered by the EEOC statutes (and as applicable, other federal, state or local laws). Information given will be used by staff to guide its mediation and investigation efforts and, as applicable, to determine, conciliate and litigate claims of unlawful discrimination. This form may be presented to or disclosed to other federal, state or local agencies as appropriate or necessary in carrying out EEOC's functions. A copy of this charge will ordinarily be sent to the respondent organization against which the charge is made.
5. **WHETHER DISCLOSURE IS MANDATORY; EFFECT OF NOT GIVING INFORMATION.** Charges must be reduced to writing and should identify the charging and responding parties and the actions or policies complained of. Without a written charge, EEOC will ordinarily not act on the complaint. Charges under Title VII, the ADA or GINA must be sworn to or affirmed (either by using this form or by presenting a notarized statement or unsworn declaration under penalty of perjury); charges under the ADEA should ordinarily be signed. Charges may be clarified or amplified later by amendment. It is not mandatory that this form be used to make a charge.

NOTICE OF RIGHT TO REQUEST SUBSTANTIAL WEIGHT REVIEW

Charges filed at a state or local Fair Employment Practices Agency (FEPA) that dual-files charges with EEOC will ordinarily be handled first by the FEPA. Some charges filed at EEOC may also be first handled by a FEPA under worksharing agreements. You will be told which agency will handle your charge. When the FEPA is the first to handle the charge, it will notify you of its final resolution of the matter. Then, if you wish EEOC to give Substantial Weight Review to the FEPA's final findings, you must ask us in writing to do so within 15 days of your receipt of its findings. Otherwise, we will ordinarily adopt the FEPA's finding and close our file on the charge.

NOTICE OF NON-RETALIATION REQUIREMENTS

Please **notify EEOC or the state or local agency where you filed your charge if retaliation is taken against you or others who oppose discrimination or cooperate in any investigation or lawsuit concerning this charge.** Under Section 704(a) of Title VII, Section 4(d) of the ADEA, Section 503(a) of the ADA and Section 207(f) of GINA, it is unlawful for an *employer* to discriminate against present or former employees or job applicants, for an *employment agency* to discriminate against anyone, or for a *union* to discriminate against its members or membership applicants, because they have opposed any practice made unlawful by the statutes, or because they have made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under the laws. The Equal Pay Act has similar provisions and Section 503(b) of the ADA prohibits coercion, intimidation, threats or interference with anyone for exercising or enjoying, or aiding or encouraging others in their exercise or enjoyment of, rights under the Act.

**EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION
(EEOC) NEWARK NJ**

Title of Action

Dayse Hernandez Vs. Walmart.

COMPLAINT

Discrimination, Violation to the VI Amendment
Bulling, Harassment, Emotional Abuse (psychological trauma)
Retaliation, Unsafe and hostile working environment, Criminal Administration,
Coercion, threat, intimidation, extortion and wrongful termination.

Dayse Hernandez
984 Ross St.
Rahway, NJ 07065
(732)540-8243

Vs.

Walmart (Store #3469)
1601 W Edgar Rd
Linden, NJ 07036
(908)474-9055

Date 11-10-2017

**EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION
(EEOC)NEWARK NJ**

CAUSE OF COMPLAINT

I Dayse Hernandez residing at 984 Ross St. Rahway NJ, 07065 (phone 732-540-8240) by the way of complaint says:

- 1- My complaints are grounded in the multiple slurs and retaliation actions occurred through the 5 years that I was employee at Walmart beside the bulling, verbal aggression and yelling in front of the customers. I worked under Carl Lucci and David Jacobson administration both of them failed in to resolve the problems that there are in a retail store like is Walmart.

I was hired on November 16, 2011 since then to the last day of work December 23, 2016. **I suffered perpetual discriminatory actions due my origin.**

Since the beginning I was scheduled for the worst and busy shift of the store (night shift) (without request an specific time) for more than two years my schedule was the 5 p.m. to 12:30 a.m.; during that time never a Saturday or Sunday were scheduled off. (Pg1-15G)

By the time that I started to work there was so hostile environment against the Hispanic employees that "***I was advice that I may not survive three months there***".

Not only I survived the three months but I survived the worst schedule, hate attitudes and actions, yelling in front of the customers, late brake of none (many times) but the bulling of others employees like to let me a ***plastic cockroach over the register.*** (Witness of that action was Ely (then she become manager but now she is not longer there) and the worst of that time was the hostile attitude or the lack of cooperation of the CSM (supervisor) to accomplish the work, many of them had the habit of to ignore the cashier when we need that they do their job (they must to provide change (money) and it is part of their duty to go to the floor of department to find out the price when the items don't have price and that is one of the main problem at Walmart another big problem that cashier encounter there is the fact of to work in register without be previously "***audited***" before start the shift or after lunch.

That situation made an **unsafe work environment** due the simple reason that many of the CSM can manipulate situations against the cashiers, cashiers can be blame for short or over without reason and when a CSM doesn't want to go to verify price she INVENTES the price for the items. **In five years that situation did not change.**

The best example of that situation is the following:

The last day of work there December 23, 2016 around 10:20 pm there was a rug without price the manager Maureen went to the rug department to find out the price of that rug then when she came back she stated that the price was \$15.88, which was completely false. (See Pg. 25G)

Maureen is a manager and her mistake was not go to the register and verify the size, color and what rug was; she went to the department but she omitted the most important thing: She MUST TO KNOW WHAT was the item and SHE WAS SUPPOSED TO BRING A SIMILAR ITEM to the register so she gave the first price that she found and the rug was the BLACK GARLAND PIRATE AND CROSSBONES RUG ([hppt://www.walmart.com/ip/Garland-Pirate-Skulls-and-Crossbones-Rug-Black/14220018](http://www.walmart.com/ip/Garland-Pirate-Skulls-and-Crossbones-Rug-Black/14220018))

I was fired that day but if you go to Walmart and you confront Maureen she will be in shock and she will deny that happened that night. Not only the record of that transaction can be verify at Walmart but the VIDEO is there too.

My question is: Has Maureen been arrested or accused of to change price?

Another person who is there is Glenda (from Personnel) she paid a POT without price for \$6.00 according to her the ceramic cooking pot casserole was in clearance.

Has Glenda been arrested? No both of them are still there.

Both of them are Americans.

What actions are taken by Walmart's administration to avoid situation like that of to prevent that customers dishonest can play with the price of the items. NONE.

It is impossible to know all the price in the whole store but the administration can do something to prevent that the cashiers been deceived by others employees of customers and they don't do nothing and that is negligence.

Every single employee must to work in a safe environment.

All the items must to be properly mark and registered in the system if they know that those situations can compromise the integrity of some employees why they don't take the proper steps to avoid situation like that? Items without price must not being sold or must be selling under the number of authorized manager that kind of transaction must not to be performance for a simple cashiers. In fact ***when a price is change and is over \$20.00 dollars the transaction is lock*** by the system and it is necessary the authorization of one CMS or one manager.

- 2- Another way of discriminate against me was that I never was considered to be transfer to another position even there were available position AND DESPITE I HAD CERERS PREFERENCE CHOICE IN THE SYSTEMS. Why?

I am bilingual and they took advance of that and beside of not record in SHORT SALE except the one of June 5, 2014 when I was blame of to receive fake money for the amount of \$ 800.00 as a payment for a 50" TV (See Pg 26G).

In appearance that transaction was paid with fake money but in my opinion was not true. It was a **retaliation action** as result that one week before I complained about the laziness of one CSM. (I was calling her for more than half of hour and she ignored my call, she never went to the register to help me and to do her job) two weeks later I was sat down by Tatiane Franco (ASM) and Jeanine Salvatore (ZM) and without a properly investigation they conclude that I was entirely responsible despite the transaction was performed for other cashier, Victor Mesa (cashier from electronics department) who came to my register scanned the TV' s UPC, the customer (**A HISPANIC LADY**) EXTENDED 8 bills of \$100 dollars each, I took the money in my hands I checked two of those bills with the **counterfeit maker they passed the test** of the marker and Victor asked me to give the bills to him, he checked all of them, and all of them were good. Three days after I received an ultimatum by Tatiane and Jeanine:

"I have to sign or I have to quit". I WAS THE ONLY RESPONSIBLE TO RECEIVE FAKE MONEY.

When I faced that situation I went not only to Linden police I went to EEOC but no one heard my complaint against WALMART. They stated that the fake money was deposited at the bank. I did not have access to see the fake money either not report was shown to me as testimony that they really deposited the money at the bank, but the worst was when I tried to talk with the manager who was Carl Lucci by that time I couldn't open my mouth because when he saw me he told me that **the DOOR WAS THERE if I did not want to be cashier**. Indolence and cruelty total.

Only Securities have access to fake money. How is that two cashiers at Walmart failed in detected fake money and only one of them will be force to take responsibility for the occurrence. From time to time others registers were found short with similar amount. What did the managers do to stop that situation? Cashiers at Walmart work without a counterfeit detector how they explain that. But the fact of to be ignore for the principal manager of the store is the most incredible. What kind of manager was him that he believed only in the words of those that were close to him. Is it not criminal administration? There is not crime without proofs.

I was asked if I knew the customer. Why because she was Hispanic? Because the incident involved a Hispanic customer was truth the fantastic history that two Hispanic cashiers received fake money. A real investigation never was done. **And I was so idiot because I signed the audit form despite I knew the malignancy of that action against**

me. From that date I never worked again without marked the 100 bill. And again I was sat down at the end of the shift at night with the ultimatum of sign of quit.

In my opinion the real money was replace for the fake money for someone who has access to fake money, Who did it? Until today I don't know yet, the only that I know is that the money could be replaced easily because by that time the money was carried at the end of the day in money bags for one CSM to the accounting room. Today they use a wheel box safe to carry all the money bags.

Why they did not say that was 600 dollars fake.

HOW THE SECURITIES DID NOT NOTICE THE DETAIL OF THE TWO BILLS MARKED?

The video is still there but who care. Walmart is Walmart.

- 3- I survived to that slurs too and OTHERS SIMILARS RETAILATION ACTIONS like to drop my hours from 38, 36 and 34 to 19, 13 and "0" (See Pg 17-20G) for more than one year at the point that I lost Walmart benefits (See Pg 16G)
and that happened when Jeanine Salvatore became ZM. I was never scheduled again to work over 30 hours so I closed my availability (See Pg 21G)
More retaliation actions occurred in time, one night Tatiane Franco (ASM) sent one CSM to ask me if I could stay to help to close the store and I replied not I can't do it due my other job.

Two weeks after that question I was scheduled 40 hours from 3:30 p.m. to 12:30 a.m.
(See Pg 23-24G).

That was another retaliation action against me. Why? Why they violated my availability (only certain managers can override the available hours of the employees) that was a problem to me I HAD TO make adjustment and I couldn't work in my other job. After 10 minutes late the system at Walmart gives points when one employee has 9 points that person will be automatically fired by the system.

I talked with more than one managers no one care, total indolence. MY SCHEDULE WAS not change and some of the CMS (supervisors) that knew about the situation only *laughing*.

I had to work that schedule I survived to that attack too.

And I ask: What kind of ethic has the person that overrode my availability. Who did it? Is there an excuse for that action? Not only the first that is visible in the system when a person access the employee page is the hours available to work the others hours are block for the system. (See Pg 30G). Who scheduled me in that way, the person ignored what she was doing? Not, that was done on purpose. And it was necessary permission to override my hours.

4- If mistreat , abuse, coercive and criminal actions were perpetrated with the total slackness and permission of the manager Carl Lucci after a heart attack that he suffered, **David Jacobson became the new store manager and he is not a better manager.** What substantial changes are there after he is the new manager? It is not only to hire more employees because the problematic situation that involve the items misplace or stoked under price and wrong descriptions are faraway of to be resolve furthermore is total responsibility of the managers to avoid transactions that can be distorted by malicious CSM or dishonest customer due that the merchandise that are not longer in the systems or are not properly with tag price may not be selling; and this one part of the problem the other part is how to performance secure and accurate transaction with the merchandise that have been dropped in a ridiculous way (prices as 10, 50, 99 cents \$2.00, \$3.00 and so on) The most part of the merchandises that are in **clearance have not been dropped in the system** and the cashier must to do manually by department number, description and price many of those merchandise are labeled with a volatile **yellow** tags and I say volatile tag because it is so easy for people that are not honest to transfer those tags to another item.

For five 5 years that I worked at Walmart that situation was reason of conflicts between CSM, Cashiers and customers.

It is important to remark that The store manager David Jacobson held one meeting (the only meeting in two years) AT THE BEGINNING OF HIS ADMINISTRATION where he stated that he did not want cashier out the register searching for price on the floor and that he gave the "**DISCRETION" TO THE CASHIERS TO DECIDE IN RELATION OF DISCREPANCY ON PRICE ALWAYS THAT THE DIFFERENCE WERE MINIMUM. And minimum can be a couple dollars. In one word he gave a verbal policy to cashiers (there was no MEMO or any kind or writing reminded for that but he stated that clearly). At the end of that meeting I told him: "KNOW YOUR EMPLOYEES".**

Did he try to find out why I told him that? NO, obviously he was not interesting to know why a simple associate like I was, advice him in that way.

With my background of retaliation and discriminatory actions against me it is not hard to believe that the unfortunate events that I faced the night of December 23, at down of December 24, 2016 was a dirty revenge that goes beyond the limits for a normal person but not for a rotten person full of hate and racist able of to commit cowardly acts of to distortion of the reality. A clearance transaction was denounced as a robbery and the PERFECT TARGET: two Hispanics.

Why not Glenda, Florence or Maureen just to mention some of them, have been sent to the jail, not they are Americans...

I never expected to face such a terrible below the belt like the humiliation that I suffered on December 2016, the most virulent, sadistic and Machiavellian way of revenge perpetuate against an associate, I can't not mention name but I remember one night before my leave of absent (June to November 18, 2016) **one CSM (Hindu the only one CSM that was there)** sent me to clean all the register and collect the garbage I did not say "NO", but I gave her a sharp look that it was worst that to say "NO".

I remember that lady around the register when that associate came to the cashier to pay the clearance items. But there is something interesting if she was the person that denounce that I was doing what I did not do it why she did not call the police immediately, why she did not call the security immediately those merchandises were there until 12:30 a.m. Why to wait? If a person witness an illegal action it is not better to caught red handed those who are involved in that action. When something happens at Walmart a police is there in less than 10 minutes.

No one noticed the evil intention of that person, it is so sad and disappointed verify over and over the prejudices against one nationality, and how easy was for everybody (securities and managers) to heard that infamy and without scrupulous to give the order of arrest based on the **credibility of one insane person**. **Where are the proofs?** Pictures do not have sounds.

There is a difference between short transaction and "shrink" (See Pg 28-29G). How can be a shrinking in a clearance sale. What does Clearance mean? It is legal that Walmart use fake recovery to undercover and justify criminal actions against its employees with the coldness and the cruel silence of its managers. (See Pg 27G).

How is that information that sounds unlikely don't be deeply investigate before to ruin the moral and before to destroy the life of one person. Believe in one person and in other not. It is not discrimination? What is it?

Is Walmart over the law?

EXHIBIT

APPENDIX

	PAGES
First Schedules at Walmart	1-15G
Notification of lost of benefit for 2015 (result of the reduction of hours on 2014)	16G
0 hours for the week of Oct.24-Oct.30 2015	17G
Schedule for 6 hours	18G
Schedule for 13.30 hours	19G
Schedule for 15:30 hours	20G
First request for to change working hours available (April 2014)	21G
Second request for change working hours available (May 2015)	22G
Schedule violating the hours availability (July 18- July 24, 2015)	23G
Schedule violating the hours availability (August 01-07, 2015)	24G
Picture of Black Garland Pirate Skulls and Crossbones Rug	25G
Audit report due Fake Money (June 5, 2014)	26G
Payment of Restitution due FAKE recovery	27G
First Letter of fake recovery claim Feb.2, 2017	28G
Second letter of fake recovery claim March 3, 2017	29G
Schedule showing available hours of the associate	30G

Our Work Schedule

[Availability Exceptions](#)[? Help](#)[Feedback](#)

DAYSE HERNANDEZ

Assoc

Primary Job Code: T-990-501

Nov 12 - Nov 18 Week 42

Nov 19 - Nov 25 Week 43

Current Week

SCHEDULED
32 hrs 0 mins

5 AM 6 AM 7 AM

11 AM 12 PM 1 PM 2 PM 3 PM

5 PM 7 PM 8 PM

Saturday
Nov 19**5 hrs 0 mins**Sunday
Nov 20 Seasonal Sales Associate
Meal: None

8am

1pm

Monday
Nov 21 Seasonal Sales Associate
Meal: 2pm - 2:30pm

10am

5pm

Tuesday
Nov 22 Seasonal Sales Associate
Meal: 2pm - 2:30pm

9am

Wednesday
Nov 23Thursday
Nov 24 Seasonal Sales Associate
Meal: 2pm - 2:30pm

12pm

9pm

Friday
Nov 25 Cashier
Meal: 7:30pm - 8:30pm

4:30pm

[Show My Availability](#)

This schedule is valid as of 11/22/2011 until Dec 02, 2011

Pg 1G

[Availability Exceptions](#)[? Help](#)[Feedback](#)

DAYSE HERNANDEZ

Assoc ID: 3658

Primary Job Code: 1-990-501

Nov 12 - Nov 18 Week 42

Nov 19 - Nov 25 Week 43

Current Week

SCHEDULED
33 hrs 0 mins

5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8
AM	PM														

8 hrs 0 mins

Saturday
Dec 03 Seasonal Sales Associate
Meal: 12pm - 1pm

7am

4pm

8 hrs 0 mins

Sunday
Dec 04 Seasonal Sales Associate
Meal: 11am - 12pm

7am

4pm

Monday
Dec 05

6 hrs 0 mins

Tuesday
Dec 06 Seasonal Sales Associate
Meal: 8pm - 9pm

5pm

Wednesday
Dec 07

5 hrs 30 mins

Thursday
Dec 08 Seasonal Sales Associate
Meal: None

6:30pm - 12AM

5 hrs 30 mins

Friday
Dec 09 Seasonal Sales Associate
Meal: None

6:30pm - 12AM

[Show My Availability](#)

This schedule is valid as of 7:27 PM on Dec 02, 2011

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[Availability Exceptions](#)[Help](#)[Feedback](#)

DAYSE HERNANDEZ

Assoc ID: 3658

Primary Job Code: 1-990-501

Nov 19 - Nov 25 Week 43

Nov 26 - Dec 02 Week 44

Current Week

SCHEDULED
33 hrs 30 mins

5 AM	6 AM	7 AM	8 AM	9 AM	10 AM	11 AM	12 PM	1 PM	2 PM	3 PM	4 PM	5 PM	6 PM	7 PM	8 PM
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7 hrs 0 mins**Saturday**
Dec 17Seasonal Sales Associate
Meal: 11am - 12pm

7am

3pm

6 hrs 0 mins**Sunday**
Dec 18Seasonal Sales Associate
Meal: 10am - 11am

7am

2pm

Monday
Dec 19**Tuesday**
Dec 20**4 hrs 30 mins****Wednesday**
Dec 21Cashier
Meal: None

9:30am

2pm

Thursday
Dec 22**8 hrs 0 mins**
Cashier
Meal: 2:30pm - 3:30pm

10:30am

7:30pm

Friday
Dec 23**8 hrs 0 mins**
Cashier
Meal: 11am - 12pm

7am

4pm

Show My Availability

This schedule is valid as of 10:27 PM on Dec 06, 2011

[e Availability Exceptions](#)[? Help](#)[Feedback](#)

DAYSE HERNANDEZ

Assoc ID: 3658

Primary Job Code: 1-990-601

Dec 10 - Dec 16 Week 46

Dec 17 - Dec 23 Week 47

Current Week

SCHEDULED
30 hrs 0 mins

5 AM	6 AM	7 AM	8 AM	9 AM	10 AM	11 AM	12 PM	1 PM	2 PM	3 PM	4 PM	5 PM	6 PM	7 PM	8 PM
------	------	------	------	------	-------	-------	-------	------	------	------	------	------	------	------	------

8 hrs 0 mins**Saturday**
Dec 24Seasonal Sales Associate
Meal: 11am - 12pm

7am

4pm

Sunday
Dec 25**8 hrs 0 mins****Monday**
Dec 26Seasonal Sales Associate
Meal: 7am - 8am

3am

12pm

8 hrs 0 mins**Tuesday**
Dec 27Seasonal Sales Associate
Meal: 11am - 12pm

7am

4pm

Wednesday
Dec 28**6 hrs 0 mins****Thursday**
Dec 29Seasonal Sales Associate
Meal: 9pm - 10pm

5pm - 12pm

Friday
Dec 30[Show My Availability](#)

This schedule is valid as of 2:09 PM on Dec 24, 2011

Pg 4G

[Availability Exceptions](#)[? Help](#)[Feedback](#)

DAYSE HERNANDEZ

Assoc ID: 3658

Primary Job Code: 1-990-501

Dec 10 - Dec 16 Week 46

Dec 17 - Dec 23 Week 47

Current Week

SCHEDULED
32 hrs 30 mins

5 AM 6 AM 7 AM 8 AM 9 AM 10 AM 11 AM 12 PM 1 PM 2 PM 3 PM 4 PM 5 PM 6 PM 7 PM 8 PM

7 hrs 0 mins**Saturday**
Dec 31Seasonal Sales Associate
Meal: 12pm - 1pm

9am

5pm

7 hrs 0 mins**Sunday**
Jan 01Seasonal Sales Associate
Meal: 12pm - 1pm

9am

5pm

Monday
Jan 02**Tuesday**
Jan 03**7 hrs 0 mins****Wednesday**
Jan 04Seasonal Sales Associate
Meal: 12pm - 1pm

9am

5pm

Thursday
Jan 05Seasonal Sales Associate
Meal: 12pm - 1pm

9am

4pm

Friday
Jan 06Seasonal Sales Associate
Meal: None

9am

6:30pm

[Show My Availability](#)

This schedule is valid as of 5:00 PM on Dec 29, 2011

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Availability Exceptions Help Feedback | DAYSE HERNANDEZ Assoc ID: 3658
Primary Job Code: 1-990-01

Jan 21 - Jan 27 Week 52

Jan 28 - Feb 03 Week 1

Current Week

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SCHEDULED
29 hrs 0 mins

	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	13	14
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6 hrs 0 mins

Saturday
Feb 11 Smokeshop Cashier
Meal: 8pm - 9pm

5pm

12 AM

5 hrs 30 mins

Sunday
Feb 12 Smokeshop Cashier
Meal: None

6:30pm

12am

Monday
Feb 13

6 hrs 0 mins

Tuesday
Feb 14 Smokeshop Cashier
Meal: 8pm - 9pm

5pm

12 AM

5 hrs 30 mins

Wednesday
Feb 15 Smokeshop Cashier
Meal: None

6:30pm

12 AM

Thursday
Feb 16

6 hrs 0 mins

Friday
Feb 17 Smokeshop Cashier
Meal: 8pm - 9pm

5pm

12 AM

Show My Availability

This schedule is valid as of 1:51 PM on 06 Feb 2012

Pg 66

[Availability Exceptions](#) | [Help](#) | [Feedback](#) | DAYSE HERNANDEZ Assoc ID: 3658
Primary Job Code: 1-990-501 Job Group:

Jan 21 - Jan 27 Week 52

Jan 28 - Feb 03 Week 1

Current Week

Feb 1 - Feb 7

SCHEDULED
32 hrs 0 mins

5 AM	6 AM	7 AM	8 AM	9 AM	10 AM	11 AM	12 PM	1 PM	2 PM	3 PM	4 PM	5 PM	6 PM	7 PM	8 PM	9 PM	10 PM	11 PM	12 AM
------	------	------	------	------	-------	-------	-------	------	------	------	------	------	------	------	------	------	-------	-------	-------

6 hrs 0 mins

Saturday
Feb 18 Smokeshop Cashier
Meal: 8pm - 9pm

5pm

12am

Sunday
Feb 19 Smokeshop Cashier
Meal: 7pm - 8pm

3pm

12am

Monday
Feb 20 Smokeshop Cashier
Meal: 8pm - 9pm

5pm

12am

Tuesday
Feb 21 Smokeshop Cashier
Meal: 8pm - 9pm

5pm

12am

Wednesday
Feb 22

Thursday
Feb 23

Friday
Feb 24 Smokeshop Cashier
Meal: 8pm - 9pm

5pm

12am

Show My Availability

This schedule is valid as of 1:51 PM on 06 Feb 2012

Pg #G

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DAYSE HERNANDEZ

Assoc ID: 3658

Primary Job Code: 1-990-501

View Log

Print Log

Feb 04 - Feb 10 Week 2

Feb 11 - Feb 17 Week 3

Current Week

Feb 18 - Feb 24 Week 4

**SCHEDULED
30 hrs 0 mins**

	5 AM	6 AM	7 AM	8 AM	9 AM	10 AM	11 AM	12 PM	1 PM	2 PM	3 PM	4 PM	5 PM	6 PM	7 PM	8 PM	9 PM	10 PM	11 PM	12 AM
--	------	------	------	------	------	-------	-------	-------	------	------	------	------	------	------	------	------	------	-------	-------	-------

Saturday Feb 25	6 hrs 0 mins. Smokeshop Cashier Meal: 8pm - 9pm	5pm	1 2 3 4 5 6 7 8 9 10 11 12
Sunday Feb 26	6 hrs 0 mins Smokeshop Cashier Meal: 7pm - 8pm	5pm	1 2 3 4 5 6 7 8 9 10 11 12
Monday Feb 27	6 hrs 0 mins Smokeshop Cashier Meal: 8pm - 9pm	5pm	1 2 3 4 5 6 7 8 9 10 11 12
Tuesday Feb 28			
Wednesday Feb 29	6 hrs 0 mins Smokeshop Cashier Meal: 8pm - 9pm	5pm	1 2 3 4 5 6 7 8 9 10 11 12
Thursday Mar 01			
Friday Mar 02	6 hrs 0 mins. Smokeshop Cashier Meal: 8pm - 9pm	5pm	1 2 3 4 5 6 7 8 9 10 11 12

[Show My Availability](#)

This schedule is valid as of 5:03 PM on 18 Feb 2012

Pg 8G

[Availability Exceptions](#)[Help](#)[Feedback](#)

DAYSE HERNANDEZ

Assoc ID: 3856

Primary Job Code: 11986 (U.S.)

Last Update: 12/29/2017

Last Sync: 12/29/2017

Feb 04 - Feb 10 Week 2

Feb 11 - Feb 17 Week 3

Current Week

Feb 18 - Feb 24 Week 4

**SCHEDULED
30 hrs 0 mins**

	5 AM	6 AM	7 AM	8 AM	9 AM	10 AM	11 AM	12 PM	1 PM	2 PM	3 PM	4 PM	5 PM	6 PM	7 PM	8 PM	9 PM	10 PM	11 PM	12 AM
--	------	------	------	------	------	-------	-------	-------	------	------	------	------	------	------	------	------	------	-------	-------	-------

6 hrs 0 mins**Saturday**
Mar 03Smokeshop Cashier
Meal: 8pm - 9pm

5pm

6 hrs 0 mins**Sunday**
Mar 04Smokeshop Cashier
Meal: 7pm - 8pm

5pm

12am

Monday
Mar 05**6 hrs 0 mins****Tuesday**
Mar 06Smokeshop Cashier
Meal: 8pm - 9pm

5pm

Wednesday
Mar 07**6 hrs 0 mins****Thursday**
Mar 08Smokeshop Cashier
Meal: 8pm - 9pm

5pm

12am

Friday
Mar 09**6 hrs 0 mins**Smokeshop Cashier
Meal: 8pm - 9pm

5pm

12am

[Show My Availability](#)

This schedule is valid as of 5:03 PM on 18 Feb 2012

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[Availability Exceptions](#)[? Help](#)[Feedback](#)

DAYSE HERNANDEZ

Assoc ID: 3658

Primary Job Code: 1-990-501

JULY 2012

Primary Group C

Feb 25 - Mar 02 Week 5

Mar 03 - Mar 09 Week 6

Current Week

Mar 17 - Mar 23

**SCHEDULED
30 hrs 0 mins**

	5 AM	6 AM	7 AM	8 AM	9 AM	10 AM	11 AM	12 PM	1 PM	2 PM	3 PM	4 PM	5 PM	6 PM	7 PM	8 PM	9 PM	10 PM	11 PM	12 AM
--	------	------	------	------	------	-------	-------	-------	------	------	------	------	------	------	------	------	------	-------	-------	-------

6 hrs 0 mins

Saturday
Mar 17

Smokeshop Cashier
Meal: 8pm - 9pm

5pm

12am

6 hrs 0 mins

Sunday
Mar 18

Smokeshop Cashier
Meal: 7pm - 8pm

5pm

12am

6 hrs 0 mins

Monday
Mar 19

Smokeshop Cashier
Meal: 8pm - 9pm

5pm

12am

Tuesday
Mar 20

Wednesday
Mar 21

6 hrs 0 mins

Thursday
Mar 22

Smokeshop Cashier
Meal: 8pm - 9pm

5pm

12am

6 hrs 0 mins

Friday
Mar 23

Smokeshop Cashier
Meal: 8pm - 9pm

5pm

12am

[Show My Availability](#)

This schedule is valid as of 5:07 PM on 11 Mar 2012

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[Availability Exceptions](#)[Help](#)[Feedback](#)

DAYSE HERNANDEZ

Assoc ID: 13612

Primary Job Title: Sales Associate

Mar 17 - Mar 23 Week 8

Mar 24 - Mar 30 Week 9

Current Week

**SCHEDULED
32 hrs 0 mins**

5 AM	6 AM	7 AM	8 AM	9 AM	10 AM	11 AM	12 PM	1 PM	2 PM	3 PM	4 PM	5 PM	6 PM	7 PM	8 PM
------	------	------	------	------	-------	-------	-------	------	------	------	------	------	------	------	------

Saturday
Apr 07
6 hrs 0 mins
 Smokeshop Cashier
 Meal: 8pm - 9pm

5pm

12am

Sunday
Apr 08
8 hrs 0 mins
 Smokeshop Cashier
 Meal: 7pm - 8pm

3pm

12am

Monday
Apr 09
6 hrs 0 mins
 Smokeshop Cashier
 Meal: 8pm - 9pm

5pm

12am

Wednesday
Apr 11
6 hrs 0 mins
 Smokeshop Cashier
 Meal: 8pm - 9pm

5pm

12am

Thursday
Apr 12
6 hrs 0 mins
 Smokeshop Cashier
 Meal: 8pm - 9pm

5pm

12am

Friday
Apr 13
6 hrs 0 mins
 Smokeshop Cashier
 Meal: 8pm - 9pm

5pm

12am

Show My Availability

This schedule is valid as of 11:43 PM on 31 Mar 2012

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[Availability Exceptions](#)[Help](#)[Feedback](#)

DAYSE HERNANDEZ

Assoc ID: 3658

WIN: 216857

Primary Job Code: 1-990-501

Job Group:

May 19 - May 25 Week 17

May 26 - Jun 01 Week 18

Current Week

Jun 09 - Ju

SCHEDULED
33 hrs 0 mins

5 AM	6 AM	7 AM	8 AM	9 AM	10 AM	11 AM	12 PM	1 PM	2 PM	3 PM	4 PM	5 PM	6 PM	7 PM	8 PM	9 PM	10 PM	11 PM	12 AM
------	------	------	------	------	-------	-------	-------	------	------	------	------	------	------	------	------	------	-------	-------	-------

Saturday Jun 09	7 hrs 30 mins Smokeshop Cashier Meal: 7pm - 8pm	3:30pm	12am
Sunday Jun 10	7 hrs 30 mins Smokeshop Cashier Meal: 7pm - 8pm	3:30pm	12am
Monday Jun 11			
Tuesday Jun 12			
Wednesday Jun 13	6 hrs 0 mins Smokeshop Cashier Meal: 8pm - 9pm	5pm	12am
Thursday Jun 14	6 hrs 0 mins Smokeshop Cashier Meal: 8pm - 9pm	5pm	12am
Friday Jun 15	6 hrs 0 mins Smokeshop Cashier Meal: 8pm - 9pm	5pm	12am

[Show My Availability](#)

This schedule is valid as of 6:34 PM on 07 Jun 2012

Pg 12 G

[Availability Exceptions](#)[Help](#)[Feedback](#)

DAYSE HERNANDEZ

Assoc ID: 3658

Primary Job Code: 1-990-6

Jun 23 - Jun 29 Week 22

Jun 30 - Jul 06 Week 23

Current Week

SCHEDULED 32 hrs 0 mins		5 AM	6 AM	7 AM	8 AM	9 AM	10 AM	11 AM	12 PM	1 PM	2 PM	3 PM	4 PM	5 PM	6 PM	7 PM	8 PM
6 hrs 0 mins																	
Saturday Jul 14	Smokeshop Cashier Meal: 8pm - 9pm														5pm	12	
8 hrs 0 mins															3pm	12	
Sunday Jul 15	Smokeshop Cashier Meal: 7pm - 8pm																
6 hrs 0 mins															5pm	12	
Tuesday Jul 17	Smokeshop Cashier Meal: 8pm - 9pm																
6 hrs 0 mins															5pm	12	
Wednesday Jul 18																	
Thursday Jul 19	Smokeshop Cashier Meal: 8pm - 9pm														5pm	12	
Friday Jul 20	Smokeshop Cashier Meal: 8pm - 9pm														5pm	12	

[Show My Availability](#)

This schedule is valid as of 7:21 PM on 10 Jul 2012

Pg 13G

Availability Exceptions Help Feedback

DAYSE HERNANDEZ

Assoc ID: 3658

Primary Job Code: 1-000-4

Aug 04 - Aug 10 Week 28

Aug 11 - Aug 17 Week 29

Current Week

SCHEDULED
32 hrs 0 mins

5 AM	6 AM	7 AM	8 AM	9 AM	10 AM	11 AM	12 PM	1 PM	2 PM	3 PM	4 PM	5 PM	6 PM	7 PM	8 PM
------	------	------	------	------	-------	-------	-------	------	------	------	------	------	------	------	------

6 hrs 0 mins

Saturday
Sep 01 Smokeshop Cashier
Meal: 8pm - 9pm

7am

5pm **12****8 hrs 0 mins**

Sunday
Sep 02 Smokeshop Cashier
Meal: 7pm - 8pm

7am

3pm **12**

Monday
Sep 03

7am

Tuesday
Sep 04

7am

Wednesday
Sep 05 Smokeshop Cashier
Meal: 8pm - 9pm

7am

5pm **12**

Thursday
Sep 06 Smokeshop Cashier
Meal: 8pm - 9pm

7am

5pm **12**

Friday
Sep 07 Smokeshop Cashier
Meal: 8pm - 9pm

7am

5pm **12**[Hide My Availability](#)

This schedule is valid as of 9:55 PM on 18 Aug 2012

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Availability Exceptions | Help | Feedback

DAYSE HERNANDEZ

Absence ID: 0065

Primary Job Code: 1000

Aug 04 - Aug 10 Week 28

Aug 11 - Aug 17 Week 29

Current Week

SCHEDULED
32 hrs 0 mins

	5 AM	6 AM	7 AM	8 AM	9 AM	10 AM	11 AM	12 PM	1 PM	2 PM	3 PM	4 PM	5 PM	6 PM	7 PM	8 PM
--	------	------	------	------	------	-------	-------	-------	------	------	------	------	------	------	------	------

Saturday Aug 25	6 hrs 0 mins Smokeshop Cashier Meal: 8pm - 9pm	5pm	12
Sunday Aug 26	8 hrs 0 mins Smokeshop Cashier Meal: 7pm - 8pm	3pm	
Monday Aug 27	6 hrs 0 mins Smokeshop Cashier Meal: 8pm - 9pm	5pm	12
Tuesday Aug 28			
Wednesday Aug 29	6 hrs 0 mins Smokeshop Cashier Meal: 8pm - 9pm	5pm	12
Thursday Aug 30			
Friday Aug 31	6 hrs 0 mins Smokeshop Cashier Meal: 8pm - 9pm	5pm	12

[Show My Availability](#)

This schedule is valid as of 9:55 PM on 18 Aug 2012

Pg 15 G

*****AUTO**3-DIGIT 070

Dayse Hernandez

984 Ross St

Rahway, NJ, 07065-2134



26 0054-0699-0016747

Walmart



1601 W Edgar Rd
Linden, NJ, 07036-6422

October 10, 2014

Your Health Care Benefit Eligibility Has Changed for 2015

Dear Dayse,

There are changes to your eligibility for health care benefits that I'd like to tell you about.

Starting in 2015, all part-time and temporary associates will need to work an average of at least 30 hours per week over the previous 12 months to maintain eligibility for Walmart health care benefits. The company makes the calculation for the average weekly hours each October.

We've recently reviewed your hours and found the average hours you worked were below 30 hours per week. **This means your eligibility is ending for Walmart's medical, vision, critical illness and accident benefits for 2015.** You will continue to be covered by the plans you are currently enrolled in through December 31, 2014.

Walmart has had a long history of providing health care benefits to part-time associates when most of our competitors did not. And when the decision was made in 2012 to require new associates to work 30 or more hours in order to become eligible for health care, we were pleased to continue your coverage even though you weren't working 30 hours weekly on average.

In addition to cost, another factor influencing our decision is the changing health care landscape. Today, there is a wider selection of affordable, quality health insurance options in the marketplace. So, the timing is right to change our benefit eligibility policy to be similar to what others in the retail industry have done before us.

I understand that needing to change your health care plans this year may not be what you expected. To help you find another plan, the company is providing you resources and guidance so you can make the right health care benefits choices for 2015.

We have arranged with *HealthCompare* to review options with you, including government programs and private health insurance. Through *HealthCompare*, you may find a plan that could potentially be even more affordable for you and your dependents.

On the following pages, you will find more information to help answer your questions and connect you to resources. As a part-time associate, you are eligible for many other Walmart benefits, and you'll see information about those as well. We hope you will take advantage of them.

Respectfully,

Sally Welborn

Senior Vice President of Global Benefits

sallywelborn@walmart.com

HealthCompare telephone number: 877-260-1824

Pg 166



Customer Service Scheduling Availability (Associate)

Dear Associate,

Thank you for your continued service with Walmart. We strive to provide flexible hours for our associates while ensuring excellent customer service. Walmart recognizes that opportunities may arise that require an associate to change their availability. We respect your request to do so. We must ensure that we have trained associates available when our customer traffic is heaviest. Changing your availability could affect the number of hours you receive. If you have any questions, see your facility manager.

Daysi Hernandez
(Print Name)

216857806
(WIN #)

Indicate the hours you are available to work. Changes to your availability must be approved by your facility manager.

Facility #: _____ Is your store 24-hrs.? Yes No (circle one)
(Shift times vary in 24-hr. facilities. See the personnel manager for shift times.)

Your availability:

	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday
Start Time:	<u>8:00 AM</u>	_____	<u>6:30 PM</u>				
Stop Time:	<u>10 PM</u>	_____	<u>11:30 PM</u>				

Are you requesting a status change? No Yes (circle one)

If yes above, part-time to full-time (over 34-hrs.) _____ Full-time to part-time (under 34-hrs.) _____

Weekly Maximum hours requested weekly: (not to exceed 40-hrs.)	Daily Maximum hours requested daily:
--	---

Indicate any reoccurring times you're not available to work. Some examples include, night classes every other Thursday night, military service duty the 2nd weekend of each month, etc.

Beginning Day	Time	Ending Day	Time	Exception (How often occurs)	Date to Begin	Date to End
_____	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____

Associate's Signature: Daysi Hernandez Date: 04/19/2014

Facility Manager's Signature: _____ Date: _____

This form is no guarantee of a shift or minimum number of hours.
This form supersedes the availability section contained on the application.

Maintain this form in the associate's personnel file.

June 12, 2013

Pg 17 G

Print Page		Availability Exceptions		Help		DAYSE HERNANDEZ		Assoc ID: 3658		WIN: 216857806			
								Primary Job Code: 1-990-501		Job Group: CASHIER			
Oct 03 - Oct 09 Week 38		Oct 10 - Oct 16 Week 37		Current Week		Oct 24 - Oct 30 Week 39		Oct 31 - Nov 06 Week 40					
SCHEDULED 0 hrs 0 mins		5 AM		6 AM		7 AM		8 AM		9 AM		10 AM	
11 AM		12 PM		1 PM		2 PM		3 PM		4 PM		5 PM	
6 PM		7 PM		8 PM		9 PM		10 PM		11 PM		12 AM	
1 AM		2 AM		3 AM		4 AM		5 AM		6 AM		7 AM	
Saturday Oct 24													
Sunday Oct 25													
Monday Oct 26													
Tuesday Oct 27													
Wednesday Oct 28													
Thursday Oct 29													
Friday Oct 30													

Not Currently Scheduled for This Week

Show My Availability

This schedule is valid as of 8:50 PM on 19 Oct 2015

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Print Page Availability Exceptions Help DAYSE HERNANDEZ Assoc ID: 3658 WIN: 216857806
Primary Job Code: 1-990-501 Job Group: CASHIER

Apr 04 - Apr 10 Week 10 Apr 11 - Apr 17 Week 11 Current Week Apr 25 - May 01 Week 13 May 02 - May 08 Week 14

SCHEDULED 6 hrs 0 mins	5 AM	6 AM	7 AM	8 AM	9 AM	10 AM	11 AM	12 PM	1 PM	2 PM	3 PM	4 PM	5 PM	6 PM	7 PM	8 PM	9 PM	10 PM	11 PM	12 AM	1 AM	2 AM	3 AM	4 AM	5 AM	6 AM	7 AM	8 AM
Saturday May 02	6 hrs 0 mins																											
	Smokeshop Cashier																											
	Meal: 4:30pm - 5:30pm																											
Sunday May 03																												
Monday May 04																												
Tuesday May 05																												
Wednesday May 06																												
Thursday May 07																												
Friday May 08																												

[Show My Availability](#)

This schedule is valid as of 11:19 PM on 24 Apr 2015

Pg 19 G



Availability Exceptions



Help



Feedback

DAYSE HERNANDEZ

Assoc ID: 3658

Primary Job Code: 1-990-501

WIN: 216857806

Job Group: CASHIER

Mar 08 - Mar 14 Week 6

Mar 15 - Mar 21 Week 7

Current Week

Mar 29 - Apr 04 Week 9

Apr 06 - Apr 11 Week 10

13 hrs 30 mins

5 AM	6 AM	7 AM	8 AM	9 AM	10 AM	11 AM	12 PM	1 PM	2 PM	3 PM	4 PM	5 PM	6 PM	7 PM	8 PM	9 PM	10 PM	11 PM	12 AM	1 AM	2 AM	3 AM	4 AM	5 AM	6 AM
------	------	------	------	------	-------	-------	-------	------	------	------	------	------	------	------	------	------	-------	-------	-------	------	------	------	------	------	------

Saturday
Apr 05

4 hrs 30 mins
Cashier
Meal: None

10:30am

3pm

10:30 3pm

Sunday
Apr 06

Monday
Apr 07

Tuesday
Apr 08

4 hrs 30 mins
Cashier
Meal: None

5:30pm

10pm

5:30 10pm

Wednesday
Apr 09

Thursday
Apr 10

4 hrs 30 mins
Cashier
Meal: None

10:30am

3pm

10:30 3pm

Friday
Apr 11

This schedule is valid as of 12:31 PM on 27 Mar 2014

pg 20 G

Our Work Schedule

Availability Exceptions Help Feedback | DAYSE HERNANDEZ Assoc ID: 3858
Primary Job Code: 1-990-501 WIN: 216857806
Job Group: CASHIER

Mar 22 - Mar 28 Week 6

Mar 29 - Apr 04 Week 9

Current Week

Apr 12 - Apr 18 Week 11

Apr 19 - Apr 25 Week 12

	5 AM	6 AM	7 AM	8 AM	9 AM	10 AM	11 AM	12 PM	1 PM	2 PM	3 PM	4 PM	5 PM	6 PM	7 PM	8 PM	9 PM	10 PM	11 PM	12 AM	1 AM	2 AM	3 AM	4 AM	5 AM	6 AM
15 hrs 30 mins																										
Saturday Apr 19	4 hrs 30 mins	Cashier Meal: None																								
Sunday Apr 20																										
Monday Apr 21																										
Tuesday Apr 22																										
Wednesday Apr 23	4 hrs 30 mins	Cashier Meal: None																								
Thursday Apr 24	6 hrs 30 mins	Cashier Meal: 4:30pm - 5:30pm																								
Friday Apr 25																										

[Show My Availability](#)

This schedule is valid as of 7:09 PM on 08 Apr 2014

Pg 21 G

Walmart *

Customer Service Scheduling Availability (Associate)

Dear Associate.

Thank you for your continued service with Walmart. We strive to provide flexible hours for our associates while ensuring excellent customer service. Walmart recognizes that opportunities may arise that require an associate to change their availability. We respect your request to do so. We must ensure that we have trained associates available when our customer traffic is heaviest. Changing your availability could affect the number of hours you receive. If you have any questions, see your facility manager.

Dayse Hernández
(Print Name)

216857806
(WIN #)

Indicate the hours you are available (WIN #)

Facility #: _____ **Is your stay on site?** _____ **The work changes to your availability must be approved by your facility manager.**

Is your store 24-hrs.? Yes No (circle one)

Your availability: _____

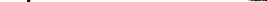
	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday
Start Time:	6:30 AM	6:30 AM	6:30 AM	6:30 AM	6:30 AM	6:30 AM	6:30 AM
Stop Time:	12:00 PM	11:30 PM	11:30 PM	11:30 PM	11:30 PM	11:30 PM	11:30 PM
Are you requesting a status change? No If yes above, part-time to full-time (over 34-hrs)	Yes <input type="checkbox"/> (circle one)						

Weekly Maximum hours requested weekly: (not to exceed 40-hrs.) <u>31</u>	Daily Maximum hours requested daily: _____
---	--

Indicate any reoccurring times you're not available to work. Some examples include, night classes every other Thursday night, military service duty the 2nd weekend of each month, etc.

Beginning Day	Time	Ending Day	Time	Exception (How often occurs)	Date to Begin	End
July 4 2015						

Associate's Signature: _____ Date: _____

Facility Manager's Signature:  Date: 5/21/15

This form is no guarantee of a shift or minimum number of hours.
This form supersedes the availability section contained on the application.
Maintain this form in the associate's personnel file.

June 12, 2013

Pg 22 G

Jun 20 - Jun 26 Week 21		Jun 27 - Jul 03 Week 22		Current Week		Jul 11 - Jul 17 Week 24		Jul 18 - Jul 24 Week 25																					
SCHEDULED 39 hrs 30 mins		5 AM	6 AM	7 AM	8 AM	9 AM	10 AM	11 AM	12 PM	1 PM	2 PM	3 PM	4 PM	5 PM	6 PM	7 PM	8 PM	9 PM	10 PM	11 PM	12 AM	1 AM	2 AM	3 AM	4 AM	5 AM	6 AM	7 AM	8 AM
Saturday Jul 18	8 hrs 0 mins Smokeshop Cashier Meal: 7:30pm - 8:30pm																												
Sunday Jul 19																													
Monday Jul 20	8 hrs 0 mins Smokeshop Cashier Meal: 7:30pm - 8:30pm																												
Tuesday Jul 21	8 hrs 0 mins Smokeshop Cashier Meal: 7:30pm - 8:30pm																												
Wednesday Jul 22	8 hrs 0 mins Smokeshop Cashier Meal: 7:30pm - 8:30pm																												
Thursday Jul 23	7 hrs 30 mins Smokeshop Cashier Meal: 7:30pm - 8:30pm																												
Friday Jul 24																													

Show My Availability

This schedule is valid as of 10:07 PM on 04 Jul 2015

Tatiane

I can't work before 6:00 pm
because I have another job.

Could you please schedule
for next week after six pm.

Thank you!

Pg 23 G

Print Page Availability Exceptions Help DAYSE HERNANDEZ Assoc ID: 3658 WIN: 216857806 Primary Job Code: 1-990-501 Job Group: CASHIER

Jul 04 - Jul 10 Week 23

Jul 11 - Jul 17 Week 24

Current Week

Jul 25 - Jul 31 Week 26

Aug 01 - Aug 07 Week 27

SCHEDULED 40 hrs 0 mins		5 AM	6 AM	7 AM	8 AM	9 AM	10 AM	11 AM	12 PM	1 PM	2 PM	3 PM	4 PM	5 PM	6 PM	7 PM	8 PM	9 PM	10 PM	11 PM	12 AM	1 AM	2 AM	3 AM	4 AM	5 AM	6 AM	7 AM	8 AM
Saturday	8 hrs 0 mins																												
Aug 01	Smokeshop Cashier Meal: 7:30pm - 8:30pm																												
Sunday																													
Aug 02																													
Monday	8 hrs 0 mins																												
Aug 03	Smokeshop Cashier Meal: 7:30pm - 8:30pm																												
Tuesday	8 hrs 0 mins																												
Aug 04	Smokeshop Cashier Meal: 7:30pm - 8:30pm																												
Wednesday	8 hrs 0 mins																												
Aug 05	Smokeshop Cashier Meal: 7:30pm - 8:30pm																												
Thursday																													
Aug 06																													
Friday	8 hrs 0 mins																												
Aug 07	Smokeshop Cashier Meal: 7:30pm - 8:30pm																												

Show My Availability

This schedule is valid as of 9:16 PM on 21 Jul 2015

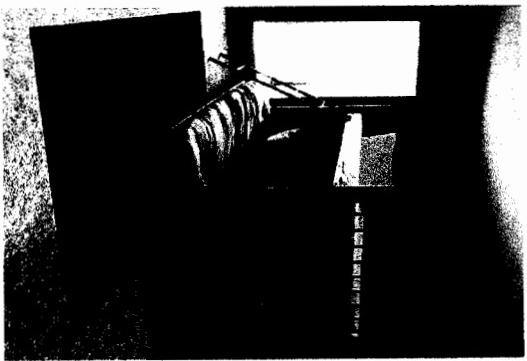
Pg 24 G

Search

FREE Walmart Grocery pickup

Garland Pirate Skulls and Crossbones Rug, Black

138 reviews Walmart #: 002087980



1 / 2

\$29.85 - \$50.00

PICKUP DISCOUNT ELIGIBLE

Size:

Choose Size ▾

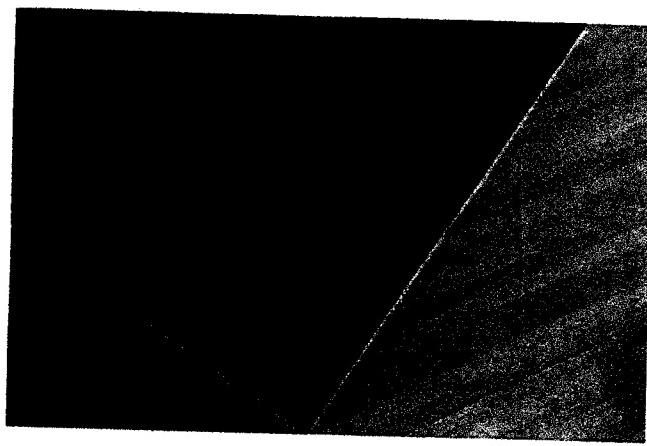
Quantity: 1 ▾

Add to Cart

Add to Registry

Add to List

Q



Pg 25 G

Case 2:17-cv-13771-MCA-LDW Document 1-1 Filed 12/29/17 Page 38 of 44 PageID: 46

This was the result of another
retaliation action against me
that year there was not evaluation for me and for two
years they don't increase my salary!

Register Audit Alert Form

Operator #: 3658

Dayse Her

The purpose of this form is to inform you that on 06/05/14 Thursday an audit of your

Register # 17 was completed and you had a long/short of \$ 800.00.

Trans # 7697 Eight hundred dollar bills Counterfeit

We understand that you take your responsibilities as a cashier seriously and we wanted to inform you of the audit results. Please use this form as a tool to help improve the customer and associate checkout experience. If you can remember anything about the transactions on your register from the date above, it may be helpful in resolving the long/short. Controlling our cash overage/shortage in the store helps improve profitability. Your help is appreciated!

Listed below are some helpful tips and tools to help improve the level of service at the frontend.

Helpful Tips and Tools

- Always count back cash and change to the customer.
- Ensure all checks are filled out for the correct amount and, if necessary, signed/endorsed by the customer.
- Enter the amount of cash the customer tenders into the register – allow the system to provide the correct amount of change to give the customer.
- Count and verify all change orders and loans received from CSM/CSS.
- Check under the register drawer and behind the drawer for any misplaced cash, checks, coupons, etc. at the end of each shift.

Additional training on any of these procedures can be provided upon request.

Please direct any questions, concerns or ideas to a CSM/CSS or FE Zone Supervisor in your facility.

Thank you for your support.

Dayse Her

Associate Name (Printed)



Associate Signature

Operations Assistant Manager (or salaried management)

06/07/2014

Date



Terms and Conditions (Remitter and Payee):

- * Please keep this copy for your record of the transaction
- * The laws of a specific state will consider these funds to be "abandoned" if the Cashier's Check is not cashed by a certain time
 - Please cash/deposit this Cashier's Check as soon as possible to prevent this from occurring
 - In most cases, the funds will be considered "abandoned" before the "Void After" Date
- * Placing a Stop Payment on a Cashier's Check
 - Stop Payment can only be placed if the Cashier's Check is lost, stolen, or destroyed
 - We may not re-issue or refund the funds after the stop payment has been placed until 90 days after the original check was issued
- * Please visit a Chase branch to report a lost, stolen, or destroyed Cashier's Check or for any other information about this item

I access to Walmart
of To steal
\$55.00

**FOR YOUR PROTECTION SAVE THIS COPY
CASHIER'S CHECK**

Customer Copy

9814510548

03/13/2017

Void after 7 years

Remitter: DAYSE HERNANDEZ

\$ 55.00 ****

**Pay To The WALMART
Order Of:**

Memo: _____

Note: For information only. Comment has no effect on bank's payment.

Drawer: JPMORGAN CHASE BANK, N.A.
NON NEGOTIABLE



CASHIER'S CHECK

282111107 NEW 01/08 8810004306

9814510548

25-3

440

Date 03/13/2017

Void after 7 years

Remitter: DAYSE HERNANDEZ

**Pay To The WALMART
Order Of:**

Pay: FIFTY FIVE DOLLARS AND 00 CENTS

\$ 55.00 ****

Drawer: JPMORGAN CHASE BANK, N.A.



Do not write outside this box

Memo: _____

Note: For information only. Comment has no effect on bank's payment.

Dayse Hernandez
Managing Director
JPMorgan Chase Bank, N.A.
Columbus, OH



Walmart and Sam's Club
702 SW 8th Street
Bentonville, AR 72716-0815



Walmart Recovery Services



DAYSE HERNANDEZ
984 ROSS ST
RAHWAY, NJ 07065-2134



Scan to go to
www.walmartrecovery.com

2/2/2017

Reference Number: R49806908

Beginning Balance: \$55.00

Dear DAYSE,

Our records indicate that restitution is due Walmart Stores, Inc. in the amount of **\$55.00**.
Restitution is payable according to the Terms of your Restitution Note.

PAYMENT TO NOTEHOLDER

- (1) The ASSOCIATE hereby acknowledges that the principal sum **\$55.00**, shall be due and payable to the NOTEHOLDER.
- (2) All payments due under this Restitution Note shall be addressed to Walmart Asset Protection Recovery, PO Box 504765, St. Louis, MO 63150-4765.
- (3) Payments shall commence on 2/1/2017 and shall continue for the period of 1 month(s), at a monthly installment payment of **\$0.00**, or until paid in full. Payments are due on the 03 day of each month in the form of a cashier's check or money order.
- (4) In the event of any default of any sum required under the terms of this Restitution Note, then this Restitution Note shall, at the option of NOTEHOLDER, become immediately due and payable in full. Should any default hereunder remain uncured for a period of 30 days, or in the event it becomes necessary for NOTEHOLDER to protect its legal interests conveyed by this Restitution Note, ASSOCIATE, agrees to pay all costs and expenses arising out of the enforcement of this Restitution Note, whether by legal process or otherwise, including, but not limited to, reasonable attorney's fees and costs.

This Restitution Note applies solely to the items and a sum listed herein and does not prohibit NOTEHOLDER from pursuing separate restitution claims against Associate for other monies Associate may owe to Company. NOTEHOLDER retains the right to pursue a separate civil penalty in addition to this restitution agreement.

To resolve this matter, please visit www.walmartrecovery.com, or contact our office at 800-236-7428. Debit and credit cards are accepted at no additional charge to you. Payments may also be mailed to the address below (include the name of the person involved in the incident and the reference number indicated on this letter). If you have further questions, please contact our office at 800-236-7428, Monday through Friday, 8:00 a.m. until 5:00 p.m. CST.

Mail Payment To:

Wal-Mart Stores, Inc.
PO Box 504765
St. Louis, MO 63150-4765

Thank you for your prompt response.

Sincerely,

Walmart Stores, Inc.
Sam's Club

IMPORTANT NOTICE: Payment of restitution does not prevent criminal prosecution under a related criminal provision nor prevent fines or punishments which may be handed out by the criminal court. The balance information provided in this notice accounts for payment(s) received and posted as of the date of this letter.

Pa 286

Fake amount due
false shrink!

Walmart

I sent this
to Walmart with
a check for \$5.00
From: Dayse Hernandez

Who may concern: Caution!!!

For five 5 years I worked for Walmart(3469) under the egotistical administrations of two managers. Carl Lucci and David Jabcoson . Managers that *don't know their employees* and that they failed in resolve the main problems of security that face a retail business like is Walmart. When incidents happens,it have been so convenient for them to let that innocent associates been judged, sentenced and guillotined like in the time of inquisition for other malicious and flatters employees that discriminate and violating the basic rights of the workers who are threatening and fired by them with the silent complicity of the managers.

Do not pretend that the cashiers be James Comey because they are not and almost all the store around the country do not have a simple tool like is counterfeit bill machine in the station; furthermore cashiers do not receive a training like the CIA's agent to detect and to STOP all the deceptions that are made by consumers of employees. Instead of to shadow the integrity of person and to destroy family try to improve your administration, you should use more the technology or you can create an department where all your merchandise without price can be recorded, only in that way your inventory would be more accurate. Is entirely Walmart responsibility to provide a safe environment for all its employees. Walmart must establish as a rule that items without PRICE can not be sell.

***Does Walmart knows what the 6th Amendment in the American Constitution guarantees to a person?
Do you know what perjury means? Can you prove each element of this fake recovery? Can you??...***

"The lie kills its victim without the din of the gun and without the trace of a knife". The peace of the LORD be with all of you...

Let the false lips be shut, which put say evil against the upright looking down on him in their pride. Psalms 31:18

"You shall not bear a false report; do not join your hand with a wicked man to be a malicious witness.
Exodus 23:1

"Their talk is foul, like the stench from an open grave. Their tongues are filled with lies." "Snake venom drips from their lips."
Exodus 23:7

"Keep far from a false charge, and do not kill the innocent or the righteous, for I will not acquit the guilty.
Exodus 23:7

"You shall not bear false witness against your neighbor.
Exodus 20:16

"An evil man is held captive by his own sins; they are ropes that catch and hold him"
Proverb 5:22

The wrath of God is being revealed from heaven against all the godlessness and wickedness of men who suppress the truth by their wickedness.
Romans 1:18

"NO weapon that is formed against you will prosper; and every tongue that accuses you in judgment you will condemn. This is the heritage of the servants of the LORD. And their vindication is from Me" declares the LORD.
Isaiah 54:17

Walmart is stealing me
\$ 55. 00

03/19/17

Walmart and Sam's Club
702 SW 8th Street
Bentonville, AR 72716-0815



Walmart Recovery Services



DAYSE HERNANDEZ
984 ROSS ST
RAHWAY, NJ 07065-2134



Scan to go to
www.walmartrecovery.com

3/7/2017

Reference Number: R49806908
Beginning Balance: \$55.00

Dear DAYSE,

Our records indicate that you have previously been notified that restitution is due Walmart Stores, Inc. in the amount of **\$55.00**.

We retain the right to proceed against you in a civil cause of action which may also subject you to reasonable attorney's fees and court costs. Satisfaction of restitution by payment does not prevent any criminal prosecution of you by the local authorities.

BALANCE DUE \$55.00
DUE BY 3/3/2017

To resolve this matter, please visit www.walmartrecovery.com, or contact our office at **800-236-7428**. Debit and credit cards are accepted at no additional charge to you. Payments may also be mailed to the address below (include the name of the person involved in the incident and the reference number indicated on this letter). If you have further questions, please contact our office at 800-236-7428, Monday through Friday, 8:00 a.m. until 5:00 p.m. CST.

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St. Louis, MO 63150-4765

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Sincerely,

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Sam's Club

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=====
Pa 29 G

*Walmart is stealing me
\$ 55.00 dollars.*

Walmart

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03/19/17

Print Page Availability Exceptions Help

DAYSE HERNANDEZ

Assoc ID: 3658

WN: 216857806

Primary Job Code: 1-990-501

Job Group: CASHIER

Jan 23 - Jan 29 Week 52

Jan 30 - Feb 05 Week 1

Current Week

Feb 13 - Feb 19 Week 3

Feb 20 - Feb 26 Week 4

	SCHEDULED 21 hrs 0 mins	5 AM	6 AM	7 AM	8 AM	9 AM	10 AM	11 AM	12 PM	1 PM	2 PM	3 PM	4 PM	5 PM	6 PM	7 PM	8 PM	9 PM	10 PM	11 PM	12 AM	1 AM	2 AM	3 AM	4 AM	5 AM	6 AM	7 AM	8 AM	AVAILABILITY
Saturday Feb 13	4 hrs 30 mins Cashier Meal: None																				6:30pm	11pm								Avail - 6:30pm - 12am Pref - All Day
Sunday Feb 14																					6:30pm	12am								Avail - Not Available Pref - All Day
Monday Feb 15	4 hrs 0 mins Cashier Meal: None																				7pm	11pm								Avail - 6:30pm - 11pm Pref - All Day
Tuesday Feb 16	4 hrs 30 mins Cashier Meal: None																			6:30pm	11pm								Avail - 6:30pm - 11pm Pref - All Day	
Wednesday Feb 17	4 hrs 0 mins Cashier Meal: None																			7pm	11pm	7 - 11pm							Avail - 6:30pm - 11:30pm Pref - All Day	
Thursday Feb 18		(Off)																		6:30pm	11:30pm								Avail - 6:30pm - 11:30pm Pref - All Day	
Friday Feb 19	4 hrs 0 mins Cashier Meal: None																			7pm	11pm	7 - 11pm							Avail - 6:30pm - 11:30pm Pref - All Day	

[Hide My Availability](#)

This schedule is valid as of 10:04 PM on 11 Feb 2016

Pg 30 G